

Message Text

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ACTION IO-06

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FODAG

FOR IO ONLY

E.O. 11652: N/A
TAGS: FAO, APER
SUBJECT: EMPLOYMENT OF U.S. NATIONALS BY FAO

A) STATE 294043; B) ROME 18136; C) ROME 16808; D) NORRED LETTER
OF FEBRUARY 13, 1976 TO PAUL BYRNES IO/AGR, WITH COPIES TO
ASST. SECTY. LEWIS AND DR. MOREY

SUMMARY: DR. PHILLIPS' CONSULTATIONS WITH FAO DIRECTOR-GENERAL
SAOUMA ON U.S. CANDIDATES FOR HIGH-LEVEL FAO POSTS HAD FAVORABLE
RESULTS, WITH SAOUMA FINALLY LISTING PROBABLE UPCOMING VACANCIES.
THERE REMAINS THE MATTER OF RAISING AGAIN WITH SAOUMA THE OVER-ALL
PLAN PROPOSED OCTOBER 20 FOR STRENGTHENING U.S. RECRUITMENT FOR
FAO POSTS, WITH QUANTITATIVE GOALS. U.S. REPRESENTATIVE TO FAO
ASKS FOR APPROVAL OF PROCEDURE PROPOSED IN PARA 3 BELOW FOR
RAISING QUESTION ANEW WITH SAOUMA END SUMMARY

1. THE FIRST STAGE OF ACTION ON REF A WAS COMPLETED ON FRIDAY,
DECEMBER 10, WHEN DR. RALPH PHILLIPS REPORTED ON HIS SECOND
MEETING WITH FAO DIRECTOR-GENERAL SAOUMA CONCERNING HIGH-LEVEL
VACANCIES IN FAO. THE FIRST CONTACT DEALT WITH THE U.S. NOMINEES
LISTED IN REF A, AND SAOUMA'S LIMITED REACTION WAS FAVORABLE, AS
DR. PHILLIPS REPORTED BY LETTER TO LARRY HYER OF AGRICULTURE.
(COMMENT: ALTHOUGH DR. PHILLIPS PRESENTED THE ADDITIONAL U.S.
NOMINEES FOR LEGAL COUNSEL AS POSSIBILITIES FOR CONSIDERATION
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IF SLOAN DOES NOT GET THE POST. U.S. REPRESENTATIVE TO FAO

WOULD HAVE PREFERRED HOLDING UP ON SUPPORTING OTHER BEFORE THE SLOAN DECISION IS MADE PARTICULARLY SINCE THE OTHERS DO NOT MEET THE REQUIREMENT OF EXPERIENCE WITHIN THE UN SYSTEM SPECIFIED IN REF B, EXCEPT FOR KUNZ, IN WHOM THE FAO DOES NOT SEEM TO BE INTERESTED). IN THE SECOND CONTACT, SAOUMA LISTED SEVERAL PROBABLY UPCOMING OPENINGS, AND ENCOURAGED FURTHER MEETINGS WITH DR. PHILLIPS ON SUCH POSTS. COPIES OF DR. PHILLIPS' DRAFT LETTER TO LARRY HYER ON THIS MEETING HAVE BEEN POUCHED TODAY TO KEVIN CARROLL AND PAUL BYRNES OF IO.

2. U.S. REPRESENTATIVE TO FAO MADE KNOWN HE WAS AVAILABLE TO PARTICIPATE IN SUCH MEETINGS WITH SAOUMA, BUT THIS PROVED IMPRACTICABLE BECAUSE DR. PHILLIPS' DISCUSSIONS AROSE IN HIS ROLE OF CHAIRMAN OF THE FAO PROGRAM COMMITTEE. SUCH INITIATIVES CAN BE TAKEN EFFECTIVELY BY VISITING KEY OFFICIALS OF COUNTRIES FOR WHICH SAOUMA HAS A HIGH REGARD, BUT U.S. REPRESENTATIVE BELIEVES IT WOULD BE COUNTER-PRODUCTIVE FOR HIM OR ANY OTHER COUNTRY REPRESENTATIVE TO TRY TO INITIATE SUCH DIALOGUES. IT IS BETTER, IN HIS OPINION, FOR HIM TO TRY TO SET THE STAGE FOR SUCH INITIATIVES AS DR. SAOUMA TOOK ON OCTOBER 8 (REF C) IN INDICATING HIS DESIRE FOR AN AMERICAN ASSISTANT DIRECTOR GENERAL FOR FINANCE AND ADMINISTRATION, AS WELL AS FOR SOME OTHER HIGH POSTS.

3. THE REMAINING ACTION TO BE TAKEN, PER REF A, IS TO RAISE AGAIN THE GENERAL PLAN OF ACTION FOR RECRUITMENT OF U.S. PERSONNEL FOR FAO SET FORTH IN THE LETTER SENT TO SAOUMA OCTOBER 20 IN THE NAME OF THE U.S. REPRESENTATIVE TO FAO. THE SIMPLEST WAY OF STRAIGHTENING OUT THIS CONFUSION AND BLOCKAGE IN COMMUNICATION WOULD BE FOR THE U.S. REPRESENTATIVE TO RAISE IT AGAIN FORMALLY, PREFERABLY IN A SHORT LETTER TO SAOUMA BELIEVED THROUGH HIS CHEF-DE-CABINET RESPONDING TO THEIR SUGGESTIONS ABOUT IMPROVING U.S. RECRUITMENT AND CLOSING WITH A U.S. GOVERNMENT REQUEST THAT HE GIVE HIS REACTION TO THE OCTOBER 20 PROPOSAL AND EXPRESSING READINESS TO DISCUSS THE MATTER WITH HIM. SINCE OPPORTUNITY DID NOT ARISE DURING DR. PHILLIPS' VISIT TO DISCUSS THIS INFORMALLY WITH SAOUMA, IT WOULD PROBABLY BE BEST AFTER THE PASSAGE OF TIME, NOT TO ARGUE ABOUT COMMUNICATIONS PROCEDURE BUT SIMPLY TO RESTATE THE LIMITED OFFICIAL USE

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PROPOSAL AND ASK FOR HIS REACTION.

4. IN RENEWING THE PROPOSAL, WE SHOULD REALIZE THAT WE RUN A STRONG RISK OF A NEGATIVE RESPONSE, OR PROBABLY AT BEST OF LIMITED ACCEPTANCE IN PRINCIPLE OF ONLY AN OBJECTIVE PHRASED IN GENERAL TERMS. THE VALIDITY OF THE QUOTA SYSTEM BASED ON CONTRIBUTIONS IS ESTABLISHED, BUT SAOUMA HAS SHOWN RELUCTANCE TO ACCEPT IT UNQUALIFIEDLY OR EXPLICITLY, AS EVIDENCED IN HIS REJEC-

TION OF SUCH A PROPOSAL EARLY THIS YEAR BY A MAJOR CONTRIBUTOR, WITH THE ASSERTION IT WOULD BE DEBATED IN THE FAO COUNCIL IF THEY REALLY WISHED TO PRESS IT (REF D). IT SEEMS APPARENT IN SAOUMA'S REACTION TO THE OCTOBER 20 LETTER THAT HE DOES NOT WISH TO ACCEPT THE PROPOSAL. HE WILL PROBABLY CITE HIS RECENT FAILURES IN TRYING TO EMPLOY MS. CALLOWAY AND MESSRS. MULHERN AND APPLE.

5. AN ADDENDUM ON U.S. PERSONNEL MIDDLE LEVEL FAO POSTS -- ROBERT MILLER HAS BEEN PROMOTED TO CHIEF OF RADIO SECTION, INFORMATION DIVISION, AND SAOUMA HAS EXTENDED MS. FRANKIE HANSELL, SENIOR OFFICER (HOME ECONOMICS) FOR ONE YEAR BEYOND IMMINENT COMPULSORY RETIREMENT.

ACTION REQUESTED: APPROVAL OF PROPOSAL OF RAISING AGAIN THE PLAN FOR STRENGTHENING U.S. RECRUITMENT FOR FAO POSTS, WITH QUANTITATIVE GOALS, AS OUTLINED IN PARA 3 ABOVE. BEAUDRY

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